is part (a) of my question and part (b) is, in veiw of the fact that the highest rate of growth in expenditure is on the Central Council of Ministers in the course of last two years, what should be the rate of interim award for the journalists, according to the Minister?

SHRI P.A. SANGMA : At this stage I do not think I am in a position to say anything because we have to go into different factors which have been placed before the Board. So, unless and until all these different factors are gone into, I cannot come to any conclusion, But I have mentioned that demand for interim relief ranges from Rs. 200 to Rs. 400 per month which has come from various newspaper organisations.

MR. CHAIRMAN : Next question.

Industrial relations

*105. SHRI B. SATYANARAYAN REDDY: Will the Minister of LABOUR be pleased to state:

(a) whether there has been any improvement in the industrial relations during 1985-86 as compared to the previous three years ;

(b) what is the number of mandays lost as a result of industrial disputes during the last three years, yearwise; and

(c) whether there are any proposals to improve the industrial relations; if so, what the details thereof ?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR (SHRI P. A. SANGMA): (a) to (c) A statement is laid on the Table of the House.

Statement

According to the latest available information, there has been a marked improvement in the industrial relations situation during the year 1985 with the number of mandays lost standing at 29.19 million being the lowest in the last three years. The number of mandays lost which is maintained by Calendar years was 46.86 million (including loss due to the Bombay Textile Strike) in 1983 and 56.03 million in 1984.

A number of steps have been taken to ensure industrial harmony and improve the industrial relations climate in the country. These include continuous monitoring of information on industrial relations, expeditous settlement of disputes by the Industrial Relations Machinery, statutory provision for awards by Labour Courts/ Industrial Tribunals within a time-limit not exceeding three months in the case of individual disputes, effective implementation of the scheme of workers' participation in management in Central/State Public Sector Undertakings and discussion on important issue concerning industrial relations through tripartite industruial Committees.

SHRI B. SATYANARAYAN REDDY: Sir, of course, various industries in the country are earning a lot of profit but the working class is not getting the price for its labour and there is resentment among the working class leading to strikes and so many other things, as a result of which there is loss in industrial production—which is a loss not only to the industry but to the country as a whole. Hon. Minister, in his reply has stated that a number of steps have been taken to ensure industrial harmony by improving industrial relations climate in the country. I would like to know whether in the interest of the working class, in the interest of production and for development of industry, the Government is seriously thinking of having proper and adequate representation of work class in the management of the industry. As a matter of fact, the work class have been demanding representation in the management but industrialists are not only evading taxes but are also robbing the labour. I would like to know whether

industrial peace and in the interest of production, the Government is giving adequate representation to the working class in the management of the industry.

SHRI P. A. SANGMA : The Government beleives that industrial relations in the country can improve more if we recognise workers' role in the industry and also bring them into the management. Workers' participation has been one of the priorities that the Government of India has at the moment. We have formulated a scheme of workers' participation and as it stands today, workers' participation in management has been introduced in 83 public sector undertakings. Unfortunately, there has been no response from the private sector and we have to see that not only in the public sector but this scheme is introduced in the private sector also.

SHRI B. SATYANARAYAN REDDY: The Hon. Minister said that the Government has made necessary recommendations to the industry to have working class participation in the management but there is no response. I want to know what steps the Government is taking to see that this scheme is implemented.

SHRI P. A. SANGMA : We have a Central Advisory Council for the implementation of the scheme of worker's participation in management. I have a meeting once but because the Parliament Session is on. I have to been able to devote much time. But I can assure the House that we are very much aware of this fact and we will make sincere attempts to see that this scheme is implemented not only in the public sector, but in the private sector as well. Even in the case of public sector undertakings, many of them have not done it. In fact I have written to all my colegues in the various Ministries that they should personally go into it and they should see that this scheme is implemented. We will have to pursue it vigorously with the private sector also.

SHRI GURUDAS DAS GUPTA: Sir, will the hon. Minister agree that industrial relations in the country has deteriorated over the last few years in view of increase in the number of lockouts in factories declared by the managements concerned. The statistics avialable to me for the current year show that in 1985, the number of mandays lost due to lock-outs was 1 crore and 89 lakhs, whereas , the number of mandays lost due to strikes was one crore and three lakhs. Therefore, industrial relations is threatened not by strikes by the working class, but by lock-outs declared by the employers. This is the position. Let me add one more sentence here. In West Bengal, we are having the highest number of lock-outs in the last several years this year and there is a wave of lock-outs declared by the jute mill-owners. In view of this fact, in view of this development which threatend industrial relations, will the hon. Minister categorically say what steps are being taken by his Ministry to protect the workers from these lock-outs.

SHRI P. A. SANGMA : I do not agree that industiral relations in the country has deteriorated. It has very much improved, as I have pointed out in my main answer.

SHRI GURUDAS DAS GUPTA : What about the statistics which I have given They show that the number of mandays lost due to lock-outs is more than the number of mandays lost due to strikes.

SHRI P. A. SANGMA : I will give you the statistics. In 1984, the number of mandays lost was 56.03 million. Out of this, the number of mandays lost due to strikes was 39.96 and the number of mandays lost due to lock-outs was 16.07 million. Lock-outs accounted for 29 per cent and strikes accounted for 71 per cent of the mandays lost. This trend... *(Interruptions)* Please allow me to answer. You are interrupting me without hearing me fully. Now, this trend has very fortunately been reversed and I must give credit to the workers. In

1985, the number of mandays lost has gone down from 56.03 million to 29.19 million. Out of this, the number of mandays lost due to strikes was 10.32 million and the number of mandays lost due to lock-outs was 18.87 million. This trend has been reversed. Lock-outs accounted for 65 per cent of the mandays lost and strikes accounted for 35 per cent of the mandays lost. This means, the share of lock-outs has gone up and that of strikes has gone down. Therefore, there has been a reversal of the trend. As far as West Bengal is concerned, unfortunately, I do not have separate figures in regard to strikes and lock-outs. But I think, in 1985, West Bengal accounted for 46 per cent of the mandays lost.

SHRI GURUDAS DAS GUPTA : Sir, he has not answered my question . . .

MR. CHAIRMAN : I will not give you another opportunity if you interrupt like this. Please sit down.

श्री बीरेन्द्र वर्मा : माननीय सभापति जी, क्या माननीय मंत्री जी बताने की कृपा करेंगे कि 1975 ईस्वी में जब 20 प्वाइंट प्रोग्राम की घोषणा की गई उस समय पब्लिक एंटरप्राइजेज और प्राइवेट एंटरप्राइजेज दोनों में इंडस्ट्रियल वर्कर्ज के पार्टीसिपेशन की घोषणा की गई थी, लेकिन मान्यवर प्राइवेट एंटरप्राइजेज में किसी एक भी एन्टरप्राइजेज में सफलता नहीं मिली और पब्लिक एंटरप्राइजेज की सफलता भी संतोषजनक नहीं है ? क्या माननीय मंत्री जी बताने की कृपा करेंगे कि किस कारण से पब्लिक एंटरप्राइजेज में आपको सफलता अभी तक संतोषजनक नहीं है और किन कारणों से, क्या कोशिशें आपने की है कि प्राइवेट एंटरप्राइजेज में इस कार्य को आगे बढ़ाया जाए ।

SHRI P. A. SANGMA : Sir, I have already answered this question. We have above 200 public sector undertakings.

SHRI VIRENDRA VERMA : 216.

SHRI P. A. SANGMA : I have said above 200, to be precise, under the Central Government. Out of that, as I have already stated, this scheme has been introduced only in 83 public sector undertakings. I have impressed upon my colleagues different Ministries that they should go ahead with the implementation of this programme. As far as private sector undertakings are concerned, I have already stated that there has been no response and we will have to vigorously make effort to see that they also take up this programme.

SHRI VIRENDRA VERMA : You are promising it after 11 years.

SHRI DIPEN GHOSH : Sir, I admit that the industrial relation situation has improved in 1985 as compared to that in 1984. At the same time, it is apparent from the Minister's statement that whatever be the disturbing trend in industrial relation situation it is coming from the industrialists and the employers. This is seen from the fact that the percentage of mandays lost due to lock out has risen to 65 per cent while in respect of strike it has come down to 35 per cent. Sir, you have a long association with the trade union movement, hon. Minister has also a long association with the trade union movement in the past and you must have realised that lock-out is a weapon for the industrialists to deny rightful demands or aspirations of the employees, and particularly to prevent the workers from carrying on any agitation or taking any legitimate action for realisation of their demands. Naturally, this lock-out is a weapon for industrialists to deny the workers their rightful demands.

May I know from the Minister, what specific steps the Union labour Ministry had taken to prevent the mandays lost due to lock-outs declared by the industrialists in 1985 ?

SHRI P.A. SANGMA : Sir, I do not think it will help the country if we go on accusing each other. Industrial relationship is a human relationship and I do not think we can achieve this through laws, Acts and regulations only because basically it is a question of human relationship. There is a lot of mistrust and suspicion existing between the employers and the employees and that has to be removed. Until and unless we are able to do that from the minds of the two groups I do not think we can fully achieve good industrial relations in this country. I have been emphasizing at every forum that I am addressing and I have been addressing both the workers and the employers.

SHRI DIPEN GHOSH : I did not want a philosophical lecture. I wanted to know the steps taken by the Ministry.

SHRI P. A. SANGMA: Unfortunately, your philosophy is so different from our philosophy of human relations . . .

SHRI DIPEN GHOSH : Your philosophy is of the industrialists. That is why, when I wanted to know what steps your Ministry has taken to prevent the loss of mandays due to lock-out, you started giving a lecture on philosophy. It indicated that your philosophy was of the industrialists.

SHRI P. A. SANGMA : As far as steps are concerned, I would request the hon. Member to read my main answer which the hon. Member has not done so far.

SHRI DIPEN GHOSH : It is not there. You please check up with the written statement. It is not there. What steps has the Ministry taken to prevent loss of mandays due to lock-out ? (*Interruptions*)

MR. CHAIRMAN : If you are particular, I could have put a question on your behalf.

SHRI GURUDAS DAS GUPTA : On a point of order.

MR. CHAIRMAN : No point of order.

Mr. Sangma, the question is, what specific steps you have taken to prevent lock-out. That is the only question.

SHRI P. A. SANGMA : Sir, specific steps to prevent lock outs are only a part of the totality of industrial relations. Our whole approach is to improve industrial relations. (*Interruptions*)

MR. CHAIRMAN : Question Hour is over. Papers to be laid on the Table.

WRITTEN ANSWERS TO QUESTIONS

Stocks of cloth and yarn with NTC

102. SHRIMATI KANAK MUKHERJEE : Will the Minister of TEXTILES be pleased to state :

(a) what is the total accumulated stock of cloth and Yarn at present lying with the National Textile Corporation;

(b) whether the NTC is incurring losses due to this accumulation; and

(c) if so, what measures are proposed to be taken to overcome the problem ?

THE MINISTER OF STATE OF THE MINISTRY OF TEXTILES (SHRI KHURSHID ALAM KHAN) : (a) The total accumulated stock of cloth and yarn of nationalised mills